

DATE/TIME: 11 JUL 16/ 1330

SUBJ: Interview with Captain Terry Morris

I interviewed Captain Terry Morris, with (b) (6), (b) (7)(C) present, regarding circumstances surrounding allegations of sexual harassment.

During the interview we discussed the command climate within NOOK. Captain Morris described the climate as good when he first arrived. The office was in a period of transition as 2 of 3 junior officers were PCS'ing and Captain Morris predecessor was only there for a short period of time. CNO Greenert requested for Captain Morris to take over and after CNO Richardson arrived NOOK was unknown to him and took several months for CNO Richardson to get a handle on NOOK responsibilities.

In November 2015, CNO decided to make significant changes to adjust the panel. This caused significant anxiety. However, he felt that he was helping the JO's who were PCS'ing (b) (6), (b) (7)(C) to get back to sea and (b) (6), (b) (7)(C) to OLA. Captain Morris interviewed both members when they transferred and they seemed OK. No issues were brought to him. (b) (6), (b) (7)(C) specifically said "Things are better than when I got here".

In early DEC 2015, he had to grease the skids to get new panel members on board by expediting the hiring process. CNO had a different mindset on what he wanted the panel members to do that was different than the past so there was anxiety/concern about the changes. This caused changes to the staff work.

Captain Morris ran into DNS at a function. DNS said that we are closing down your office. Captain Morris didn't know about it and he called (b) (6), (b) (7)(C) and he confirmed that the office would be shut down. During a CNO meeting, it was discussed that NOOK would be realigned under N00Z since both do strategic planning and there was no need for 2 offices to do the same work. Captain Morris was directed to work with (b) (6), (b) (7)(C).

The next day, he told (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) to come up some ideas and clearly define roles and responsibilities for (b) (6), (b) (7)(C). There would be no requirements to Director or a Deputy, and the other billets were unknown. (b) (6), (b) (7)(C) was biggest concern because she was a civilian and would have to define duties in her PD. Captain Morris was sitting the (b) (6), (b) (7)(C) and he asked (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) to come up with ideas for when he got back.

After Memorial Day, he met with (b) (6), (b) (7)(C) to discuss duties and responsibilities, remaining personnel and sun downing of the spaces. (b) (6), (b) (7)(C) expressed she didn't want all the people, just the EA and (b) (6), (b) (7)(C) for office support. (b) (6), (b) (7)(C) was already on loan to N00Z because they were already short personnel and his job of hiring panel members was complete. He couldn't loan out (b) (6), (b) (7)(C) because she was the security manager.

(b) (6), (b) (7)(C) expressed, no less than 6 times, her concern about the new job. Captain Morris said her PD would need to be written very tightly. She came in and told him she would be the EA. He quoted her HR standards about transfer and that he didn't know what role she would fill.

(b) (6), (b) (7)(C) was having trouble to get orders, so he was working back door. He was working on getting (b) (6), (b) (7)(C) the orders she desired to PERS-41, she was handpicked and what she wanted to do. He talked with PERS-41 (b) (6), (b) (7)(C)) and discussed the transfer time, and told him Oct would have to be it because of sun downing the office. (b) (6), (b) (7)(C) husband has some health issues and he offered assistance since her husband probably wouldn't be able to fly again.

He traveled to Newport in June and just before the July 4 holiday (b) (6), (b) (7)(C) came to him and said (b) (6), (b) (7)(C) wanted to see her. He thought this was great because (b) (6), (b) (7)(C) could talk about her roles and responsibilities with the new boss. (b) (6), (b) (7)(C) expressed that she didn't know her and didn't know anything about her. So he sat down with (b) (6), (b) (7)(C) and talked. (b) (6), (b) (7)(C) went to the meeting (think it was Friday) and Flag Sec called and said she was going to stay down and look at storage availability. Later that day he got a call from (b) (6), (b) (7)(C) deputy who said (b) (6), (b) (7)(C) was still there and they were going to take her to lunch if that was OK.

After the holiday weekend (July 4), VADM (b) (6), (b) (7)(C) called and said a grievance had been filed. Captain Morris was unaware of details. He thinks the climate for sexual harassment is close to zero, there was no dating conversation, nothing brought to his attention. Didn't think it was an unfair work environment, hostile work environment or an inappropriate environment.

We discussed the difference between AO and Deputy treatment. Captain Morris said Deputy was like his XO, he had never done AO work and he didn't expect him to. (b) (6), (b) (7)(C) was the O5 lead AO. The O4's split the workload amongst themselves. He never heard anyone say they worked harder than the other guy. (b) (6), (b) (7)(C) was the Executive Assistant and handled the normal EA roles.

With the move to N00Z, Captain Morris developed a brief to provide to (b) (6), (b) (7)(C) on roles & responsibilities and (b) (6), (b) (7)(C) had asked him why her list of things was longer than the others. It was just Captain Morris' thoughts on who should do what. It was a conversation about the workload.

A previous interview had brought up a FITREP inequity. Captain Morris described the fitrep as his conversation to the board on an officers future potential for leadership and in the navy. It is his decision to give soft break out and observed versus not observed fitness report. And in his board experience, and observed report is always better than not observed.

We discussed PT and working hours. Normal hours were 0800-1630, military were allowed to PT during the day for 1 hour with a 1 hour lunch and this time could be combined. People shifted to uniform in the office, but they did wear uniforms. He was liberal with leave as long as 1 AO was in the office. (b) (6), (b) (7)(C) was allowed to go home because of back issues when he was having spasms. (b) (6), (b) (7)(C) brought up if military should be gone to PT, Captain Morris said yes because they were military. She wanted to know why she couldn't – because she was a civilian.

No concerns were ever brought to him, with the exception of several weeks ago when (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) wanted to go on leave and the other AOs were gone also. He discussed the issue with her about staying late on Thursday coming into the office on Friday and then catching her flight. She never expressed concern and said OK.

Captain Morris was unaware of issues with the panel members. Exception- Mr. (b) (6), (b) (7)(C) couldn't get in touch with (b) (6), (b) (7)(C) when she was on leave or, when there was a voicemail outage. Said needed to make sure Mr. (b) (6), (b) (7)(C) had numbers for Captain Morris.

Discussed a travel issue in Newport and where he and (b) (6), (b) (7)(C) stayed out in town with panel. He explained they stayed with the panel members and brought another AO up because they couldn't all fit in 2 cars. Additionally, bringing the AO up was good for professional development.

Discussed a lunch issue with the panel members. All panel members paid for their own lunch. (b) (6), (b) (7)(C) (spelling) had breakfast with CNO and he forgot to give \$10. He said he pay it back. Captain Morris explained they clearly understand the ethics violation and never tool gifts.

We also discussed interaction with CNA staff. Captain Morris explained he did not interact with CNA staff (exception occasional meeting with President or CEO). He never had a negative dealing with CNA staff nor was any concern ever brought to him. He had routine dealing with security in and out of building but that was it. The cleaning was done after hours so he did not interact with these personnel. He did occasional see the common area cleaning people, and he was aware that (b) (6), (b) (7)(C) talked with these people because (b) (6), (b) (7)(C) spoke Spanish. Most of the cleaning people only spoke Spanish so he did not talk with them- a lot seemed to struggle to say help/how are you. Captain Morris said he is more uncomfortable with them because they don't speak English. He has no recollection of touching shoulders, or brushing shoulders with anyone. He has no memory of any inappropriate touching. He would remember if he was told someone was uncomfortable.

DNS-2 did call and discuss (b) (6), (b) professionalism. Captain Morris addressed the issue and that if (b) (6), (b) (7)(C) had a problem with someone's work performance to bring to Captain Morris and he would address.

The office spaces were all private offices.

(b) (6), (b) (7)(C) acted as the EA and carried out typical functions. Captain Morris is certain she would have told him is she was uncomfortable. The one instance he remembers is when (b) (6), (b) (7)(C) was standing in the doorway, and Captain Morris told her she looked shorted. She told him not to say that. And then followed him to the galley, where she again stated don't say that and don't joke in front of (b) (6), (b) (7)(C) (because of his professionalism). Captain Morris told her that if (b) (6), (b) (7)(C) was disrespectful she should correct him.

He believes he is fair, open and friendly the way he would be with any O5/O6. There was casual office communication and general conversation. Nothing inappropriate. (b) (6), (b) (7)(C) asked him about his boys and he asked her about her weekend.

He never asked her about her diet, she would volunteer that she was on a diet. He never commented on her weight, gaining or losing. He never commented on her clothes, unless she had a khaki clothes and then said she looked like the rest of them. Captain Morris said he never commented on (b) (6), (b) (7)(C) make-up or haircut.

The office went to lunch for birthdays and Hail and Farewells. Last week, (b) (6), (b) (7)(C) asked when they were going out for his farewell because there was still money in the fund. He told her they would all get together for lunch at the Pentagon.

He stated he never remember touching anyone inappropriately. He remembers no instances during a fire drill or in an elevator. He said he would be aware if he was touching a woman. He doesn't think he ever hugged anyone. He might have hugged a guy that he ran into in the Pentagon that he goes way back with. He's not stand-offish, but he's not touchy.

He saw (b) (6), (b) (7)(C) every working day as she walked in about other stuff. He doesn't think she would have a problem telling him he did something wrong because she told him about other stuff she didn't agree with.

He is 100% sure he never put his hands on her waist. This didn't happen, never would. (b) (6), (b) (7)(C) rode with him to the Pentagon for sexual harassment training (~February) and it was just the two of them.

He never allowed her to get his coffee or wash his coffee cup even though she offered.

(b) (6), (b) (7)(C) gave him the name of her car guy when Captain Morris was looking to buy a car.

He thinks (b) (6), (b) (7)(C) had anxiety over moving to Pentagon as they had probably 4-6 conversations about it. She was frustrated because he could tell her what was going to happen with the move.

DATE: 6JUL16/1430

SUBJ: Interview with (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) was not aware of any sexual harassment occurring in the office of N00K or by Captain Morris. His general observation is that people are careful of how things can be perceived. He saw nothing physical, no touching. If people said something they would catch themselves (he couldn't provide anything specific), he didn't think anything could have occurred that could be interpreted as inappropriate by anyone.

The conversation in the office was good-natured, and if something started to get out of hand or going the wrong way, someone would stop it. He thought everyone got along fine and got the work done. Thought it was a normal environment, professional. Friendly but professional with no screaming or scolding.

He never saw Captain Morris put a hand on a shoulder. He said the jokes were all good natured (again, no specifics).

No one brought any concerns forward and he felt the environment would allow for people to bring concerns forward.

He mentioned there were 2 females in the office, (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) was a geo-bachelor and he thought she has some personal issues, but it was hard to get anything from her/things in the open.

(b) (6), (b) (7)(C) did discuss that the dynamic in the office was changing. One junior officer was pulled out to work in another office. There was staff churn based on billet realignment.

I asked if he knew about any command climate issues and about the command climate survey. He was unaware of any issues and had heard nothing from the command survey. I asked if he thought the staff would be comfortable putting anything down, he said he had no idea if the staff would be comfortable because he's not a mind reader. But, he thought if the "boss was inappropriate" the staff would feel comfortable since they were on the CNO's personal staff and it would probably be brought up. If there was a debrief he was somewhere else.

He didn't know of any issues that needed to be addressed. He was blindsided when he got my email and when I told him what I was looking into. He sat there for a minute, and still said he had no "ah ah" moment when he remembered anything that could be sexual harassment.

There was staff churn, 3 Executive Directors and a realignment in his almost 2 years (August makes 2 years) in N00K. Said the staff tried to stay middle of the road ethically when "panel

members try to buy lunch". They always checked with the "judge" on stuff. He couldn't think of anything wrong in N00K.

DATE: 6 JUL 16/1350

SUBJ: Interview with (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) was hesitant to talk based on his experience with the previous command climate investigation and the politics associated with N00K. He mentioned he received a letter for his local file based on the previous investigation.

(b) (6), (b) (7)(C) mentioned the poor leadership. However, under (b) (6), (b) (7)(C) (spelling) and (b) (6), (b) (7)(C) it was great. He stated that both CAPT Morris and (b) (6), (b) (7)(C) weren't interested in the jobs.

There was a definitive break between the O4 and O5s. O4 were held to a different standard. They would hear about it when things weren't done, which wasn't the same for the O5. O5 transferred work to E5 or O4.

(b) (6), (b) (7)(C) received prank phone calls. The O4s were accused (b) (6), (b) (7)(C) fired (b) (6), (b) (7)(C) and moved him to N97.

(b) (6), (b) (7)(C) was fairly sensitive. Took (b) (6), (b) (7)(C) a long time to figure out how to work with her. She can get excited and emotional. Once he figured out her style it was a good work environment. She did confide that she didn't enjoy working for Captain Morris. She also had said she didn't enjoy working for (b) (6), (b) (7)(C) (spelling). The command climate issue was under (b) (6), (b) (7)(C). There was also a difficult relationship with (b) (6), (b) (7)(C).

(b) (6), (b) (7)(C) relayed to (b) (6), (b) (7)(C) that Captain Morris had made a comment on her clothing.

(b) (6), (b) (7)(C) was a witness to the fact that (b) (6), (b) (7)(C) made (b) (6), (b) (7)(C) hold onto his breath mints even though she had said she didn't want to do this.

(b) (6), (b) (7)(C) office was across the office from both (b) (6), (b) (7)(C) and Captain Morris. He didn't witness all of their interactions. (b) (6), (b) (7)(C) had also relayed that she had trouble keeping all of Captain Morris girlfriends straight on which ones to put through on the phone and which ones not to. He also said that Captain Morris would cut (b) (6), (b) (7)(C) off in conversation.

About 2 months ago (b) (6), (b) (7)(C) called him and said N00K was changing. She felt harassed with no specifics. He told her that if she felt harassed she needed to put in a complaint.

(b) (6), (b) (7)(C) felt she was held to a different standard and that she was going to be the fall girl. She found another job but was told "no".

(b) (6), (b) (7)(C) felt that having N00K located at CNA was a bad call because of lack of interaction with rest of CNO staff.

His personal opinion is this is not sexual harassment but command climate.

DATE: 12JUL16

SUBJ: Interview with (b) (6), (b) (7)(C)

When I spoke with (b) (6), (b) (7)(C) he was surprised the topic was sexual harassment. He has no concerns. He called (b) (6), (b) (7)(C) to see who I was.

He never saw inappropriate touching. Believes he is sensitive to this. If he saw something that was sexual harassment he would say something. He does know there is a gray area.

The only things he ever saw related to command climate: Captain Morris yelling for people from his office since they didn't have an intercom system and they would have to dial the full phone number. It was a small office so yell peoples name, but not in a derogatory or demeaning way.

Thought Captain Morris was easy to get along with, he has nothing negative to say about him.

Although the climate wasn't what it could be. There was tension between the Deputy and Captain Morris. The climate was great under (b) (6), (b) (7)(C), took a little hit under Captain Morris. But, he attributes to what he wanted to change a lot and maybe this caused friction.

He did talk with (b) (6), (b) (7)(C) and she was uncomfortable with a lot of things but she never mentioned sexual harassment. When the SSG went away they knew CNO was making big changes. (b) (6), (b) (7)(C) said NOOK is changing and will be new jobs. He knows she had several talks with (b) (6), (b) (7)(C) about this and she mentioned she had talked with Captain Morris. Seemed to be lots of angst and churn. Seemed to be frustration of unknown, who work for, where, with a lot of changes over the last month. He went on leave for ~9days, returned from leave on Wednesday and had to pack the office and be out by Friday.

He thought he was going to be extended for 6 months with the panel. Was told you're not doing that, start looking for orders.

(b) (6), (b) (7)(C) talked to him about a clearance reinvestigation about 1 year ago when the contractor talked to her inappropriately, with comments about how attractive she is. (b) (6), (b) (7)(C) asked him is this was inappropriate he told her yes. Contractor was from somewhere else. This is the only example of potential sexual harassment that he could think of.

ENCLOSURE (C)

DATE: 11JUL16/1146

DATE: 15JUL16/

SUBJ: Interview with (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) said she worked with Captain Morris since she arrived in September 2015 and her interactions with him have been fine.

There were discussions about the decision to fold N00K into N00Z- number of people to move over etc. N00Z absorbed 3 people from N00K.

(b) (6), (b) (7)(C), N00Z Deputy, told (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) had anxiety over her position and what she would be doing.

(b) (6), (b) (7)(C) met with (b) (6), (b) (7)(C) and told her yes, she wanted her to come over because she had heard great things. (b) (6), (b) (7)(C) told her that Captain Morris had told all of N00K that N00Z did not want them and that they should run.

(b) (6), (b) (7)(C) said that once (b) (6), (b) (7)(C) realized that she would be moving, and this meeting was not an interview or justification for her to keep her job, she broke down crying. (b) (6), (b) (7)(C) said that N00K was a difficult environment, there was no communication, they would raise issues and then told to keep quiet.

(b) (6), (b) (7)(C) said that women in CNA had come to her and said they had been inappropriately touched. (b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) she would have to report this. (b) (6), (b) (7)(C) impression was that (b) (6), (b) (7)(C) was definitely afraid. (b) (6), (b) (7)(C) mentioned a previous investigation on command climate and that had been told it would be kept quiet and it wasn't.

(b) (6), (b) (7)(C) asked if she had to go back to N00K that day. She was afraid to go back because she would be grilled about her conversation with (b) (6), (b) (7)(C). The only people at N00K that day were Captain Morris and (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) took her to (b) (6), (b) (7)(C) and he found work.

(b) (6), (b) (7)(C) ran into VCNO in the hallway, and since (b) (6), (b) (7)(C) was clearly upset, VCNO asked her what was wrong so she told him.

When (b) (6), (b) (7)(C) asked (b) (6), (b) (7)(C) why she hadn't said anything about what was going on, (b) (6), (b) (7)(C) said that Captain Morris had made it clear that he knew people, who his friends are and that he had it "wired".

(b) (6), (b) (7)(C) did not provide any other specifics. (b) (6), (b) (7)(C) didn't leave the conversation with thoughts of sexual assault. She thought it was 95% command climate with the exception of the 1

ENCLOSURE (D)

comment about CNA women. But, it was apparent to (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) was "scared shitless". (b) (6), (b) (7)(C) did not provide any specific comments on what had happened to her.

(b) (6), (b) (7)(C) did say she was physically afraid of the (b) (6), (b) (7)(C), that he was unstable and possibly physically violent. She was emotionally intimidated by Captain Morris and (b) (6), (b) (7)(C).

(b) (6), (b) (7)(C) did mention something about the support provided to the Executive panel and lunch. (b) (6), (b) (7)(C) said it wasn't right, but Captain Morris did it anyway. Also mentioned travel issue with Newport and staying off base and then flew someone else up.

This meeting happened on a Friday. Prior to the meeting (b) (6), (b) (7)(C), Flag Sec, called (b) (6), (b) (7)(C) to talk about an O4 in N00K and that he needed to get her out of there. And would (b) (6), (b) (7)(C) help.

(b) (6), (b) (7)(C) asked (b) (6), (b) (7)(C), previously in N00K, about what was going on in N00K. He didn't give many details, but something just wasn't adding up to (b) (6), (b) (7)(C).

When (b) (6), (b) (7)(C) set up the meeting with (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) asked if (b) (6), (b) (7)(C) needed to meet with Captain Morris first. There seemed to be friction without a logical basis.

(b) (6), (b) (7)(C) was the one negotiating with N00K, and there were questions before talking with (b) (6), (b) (7)(C).

15JUL16

(b) (6), (b) (7)(C) followed up today, via email, with additional information she just received from (b) (6), (b) (7)(C), regarding inappropriate touching of (b) (6), (b) (7)(C) midsection. Please see email dated Friday July 15, 2016 0949

DATE: 21JUL16/0900

SUBJ: Interview with (b) (6), (b) (7)(C)

Translator (b) (6), (b) (7)(C)

I met with (b) (6), (b) (7)(C) at the CNA Headquarters, 3003 Washington Blvd.

(b) (6), (b) (7)(C) doesn't know the man's name but that he works in an office behind closed doors. His office is in front of her friend (b) (6), (b) (7)(C) office. She would run into him when she went to see her friend (b) (6), (b) (7)(C) or when he was in a common area. (b) (6), (b) (7)(C) cleans the common areas of CNA.

When I asked if she was touched by the man she pointed to her shoulder, arm, back and then said that's how it started. The man would look at her with desire/lust. She first thought the touches were innocent, but as time went on she got more uncomfortable because of how he looked at her.

It was just touches on her back, shoulder, elbow until the fire alarm test, about 1-1.5 months ago (she wasn't exactly sure of the date). She was holding the door open for people and he walked by and grabbed the bottom part of her right breast. She did not tell anyone what happened. (b) (6), (b) (7)(C) approached her about it because someone must have seen her look of shock and anger. She did tell (b) (6), (b) (7)(C) it happened.

(b) (6), (b) (7)(C) did not tell anyone herself. About a week ago, (b) (6), (b) (7)(C), Director of Real Estate and Facility Management for CNA brought her in and asked her about it. (b) (6), (b) (7)(C) isn't sure how (b) (6), (b) (7)(C) found out.

(b) (6), (b) (7)(C) said the man never propositioned her or used language of a sexual nature. He only said hello to her.

DATE: 29 JUN16/ 1205

DATE: 13JUL16/ 1315

SUBJ: Interview with (b) (6), (b) (7)(C)

29 JUN16/ 1205

(b) (6), (b) (7)(C) did not witness any instances of sexual harassment. She was not personally sexually harassed or any "hands on" instances.

(b) (6), (b) (7)(C) did come to her to talk and was distraught. (b) (6), (b) (7)(C) relayed that Captain Morris put his hands inside her pants waistband, under her belt and the belt fell. Captain Morris ran his hands up her legs when he was putting the belt back.

As (b) (6), (b) (7)(C) was thinking about the past, she remembered a fire drill. From a distance, she saw Captain Morris near the cleaning lady, (b) (6), (b) (7)(C) and that it looked like he might have been teasing/ribbing her. She saw nothing that struck her as odd or sexually harassing that needed to be reported.

(b) (6), (b) (7)(C) did feel there was discrimination and inequitable treatment in N00K by Captain Morris. Specifically, she relayed that she was given an observed fitness report after only being assigned 2 weeks. When she was told she was getting an observed fitness report, she questioned (b) (6), (b) (7)(C) about was she the "fodder". Captain Morris only spent 5 minutes debriefing her. Additionally, when N00K was being disbanded she questioned her close-out fitness report and who would be signing the next one. She was not provided a satisfactory answer so she took her concerns about the N00K environment to the Flag Sec, (b) (6), (b) (7)(C), who she considered a mentor.

(b) (6), (b) (7)(C) discussed the climate was not good and that there were potentially sexism and trust issues.

13JUL16/ 1315

Follow- up phone-call. Asked (b) (6), (b) (7)(C) about the SAPR training attended by N00K. Confirmed there was a conversation between her and (b) (6), (b) (7)(C) regarding CAPT Morris being the "poster child for knowing what to do/not do; "he knows the line". He had so many talking points during the training.

Asked for follow-up on cleaning lady, (b) (6), (b) (7)(C), thought she saw (b) (6), (b) (7)(C) elbow CAPT Morris away as coming down for fire drill. Appeared his hand may have hit her upper rib/breast.

She felt undercut because she was a female. Comments made "would never want daughters", she couldn't ever get a read on him so not sure how to take the comment.

There was bad communication in the office. She did not hear conversations in the office, as people would go walking.

She did hear CAPT Morris ask (b) (6), (b) (7)(C) what she made him for lunch. He would eat (b) (6), (b) (7)(C) lunch without her offering to him. Heard (b) (6), (b) (7)(C) saw that was mine, after CAPT Morris had put his hand in her food already, so of course she wouldn't eat it then.

ENCLOSURE (A)

Felt there was no direction in the office, CAPT Morris kept his cards close to him. He wasn't upfront, there was always an excuse, and staff was left in the dark, panel members didn't know what was going on with changes.

Felt there was tension between (b) (6), (b) (7)(C) and CAPT Morris. In all of 2016 they never had a staff meeting. When (b) (6), (b) (7)(C) was asked about it, "One less window to sit with CAPT Morris". However, after the April fitrep cycle, seemed their relationship changed for the better.

Said she saw (b) (6), (b) (7)(C) "shaking" after he was "undermined" by CAPT Morris.

Seems like there was yelling in the office. Was hostile.

Unfair: O5 was able to take leave when no O5s in the office, but she wasn't allowed to take leave to attend function with her husband (Pensacola) but had to come in because no O4s in office. (b) (6), (b) (7)(C) was allowed to put leave in day before when no O5s in office.

Other than the incident told to her by (b) (6), (b) (7)(C) ("pants incident), and potentially seeing cleaning lady elbow CAPT Morris, she is unaware of sexual harassment. Just poor command.

DATE: 29 Jun 16/0950

SUBJ: Interview with (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) indicated he was never a direct witness to sexual harassment. However, (b) (6), (b) (7)(C) did tell him she was uncomfortable and that some in CNA had brought up that they were uncomfortable with Captain Morris. He relayed to (b) (6), (b) (7)(C) that if you experienced harassment you need to report it. (b) (6), (b) (7)(C) is unaware of the details of the CNA issues.

His personnel sense was that (b) (6), (b) (7)(C) felt harassed and he discussed that she should report to appropriate outlets.

Based on this, he kept up his vigilance but did not witness anything that could be construed as sexual harassment.

DATE/TIME: 28 JUN 16/1541

DATE/TIME: 5 JUL 16/ 1408

DATE/TIME: 5 JUL 16/ 1516

DATE/TIME: 6 JUL 16/1317

DATE/TIME: 13 JUL 16/1100

DATE/TIME: 14 JUL 16/1111

DATE/TIME: 21JUL16

SUBJ: Summary of Phone Interview with (b) (6), (b) (7)(C)

28 JUN16/1541

Initial contact made with (b) (6), (b) (7)(C). She expressed concern that she is not the one to initiate anything. She is uncomfortable and doesn't want it to be only (b) (6), (b) (7)(C).

(b) (6), (b) (7)(C) said that Captain Morris previously mentioned that he was good friends with (b) (6), (b) (7)(C) and that he knows DNS. She would be OK to talk with me after I talked with other staff members who worked at N00K while Captain Morris was Director. She provided the following names (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C).

5 JUL 16/1408

This was my second conversation with (b) (6), (b) (7)(C).

(b) (6), (b) (7)(C) started the conversation off stating she thought there was possible confusion from our first conversation. She stated she was apprehensive about talking.

While talking with her new boss, (b) (6), (b) (7)(C), the conversation turned into a different conversation than (b) (6), (b) (7)(C) expected. The conversation turned from just about the job to other things in N00K, and that (b) (6), (b) (7)(C) did not feel things in the office were done in error. However, (b) (6), (b) (7)(C) stated she didn't want to start trouble. But, her husband was contacted by VCNO about what happened in N00K.

She doesn't want things looked at just 1 thing; she said she was embarrassed about the harassment. She wants to talk holistically.

(b) (6), (b) (7)(C) recommended I contact (b) (6), (b) (7)(C) as he warned her about Captain Morris. (b) (6), (b) (7)(C) would call (b) (6), (b) (7)(C) for a sanity check. She also would talk with her husband to get a sanity check.

(b) (6), (b) (7)(C) said that originally she thought Captain Morris touching her on the shoulder, or putting his hand on her back then lower back was his personality or maybe he didn't know what he was doing.

(b) (6), (b) (7)(C) discussed 1 incident that, there was no excuse for. She was on an Atkins diet with her husband and she lost weight. This was about 3 months ago. She said Captain Morris called her over, put his arms on her waist and after her adjustable belt fell to the ground, he bent over and picked it and as he put the belt back he put his hands on her legs, hips and waist, ending with his hands on her skin under her belt. She said "what are you doing". She felt in shock and was humiliated. She went home that night and immediately changed and told her husband that those clothes probably had his (Captain Morris) DNA all over them. The next day Captain Morris came up to her and was making fun of her. She told him this has to stop. Captain Morris kept laughing and she said stop now I find this offensive. He said I am the only person in this office who gets to say "no". She said she told him no you can't. He backed off some, but continued to put his hands on her shoulders or back. He never touched her breast or buttocks.

She relayed occasion when Captain Morris continually came to her office for Kleenex. Because this was happening frequently, she bought him the same type of Kleenex she used for his office. Captain Morris continued to come to her office for Kleenex because he said "I like your Kleenex better".

(b) (6), (b) (7)(C) relayed that couple ladies at CNA approached her. One was the cleaning lady, (b) (6), (b) (7)(C) (who speaks limited English), and she didn't want to walk by Captain Morris office. (b) (6), (b) (7)(C) relayed that she wanted (b) (6), (b) (7)(C) to come to her office to pick up clothes that she was giving her after cleaning out her closets. (b) (6), (b) (7)(C) said that it was the way Captain Morris looked at her and that he had tried to put his hands on her. Another lady came to her and said that Captain Morris had hugged her inappropriately. (b) (6), (b) (7)(C) wasn't sure if they wanted to talk about it.

(b) (6), (b) (7)(C) discussed that the office was dysfunctional. Staff meeting after staff meeting was cancelled. Then Captain Morris wasn't sure he wanted to hold them anymore. There were no staff meetings for 6 months.

(b) (6), (b) (7)(C) also discussed the Deputy, (b) (6), (b) (7)(C): She stated he would go home for lunch. Then it progressed to going home for lunch/naps, come back for 45 min, then leave for 2 hour workouts. His departure progressed to leaving at 1100/1200 and not come back until 1530/1600 every day. When (b) (6), (b) (7)(C) confronted Captain Morris, he told her not to worry about it; his typical line would be "I'm not listening".

She felt she couldn't move from her desk because people weren't around. The panel members couldn't get in touch with people. People didn't wear uniforms from a few hours to all day. Some panel members that were asked to step away from serving on the panel were told by Captain Morris "it was CNO's advisor, (b) (6), (b) (7)(C) that drove this".

When she brought up that panel members didn't know who was in charge as there was slacking off. She was told "don't worry" "I'm not listening, I don't want to hear it". She had no idea who was taking care of day to day functions.

Captain Morris told her that his position wasn't a flag making position so he started interviewing for other positions- both civilian and military.

When Captain Morris would get back from leave he would hug her. Would say "Get over here. Give me a hug". She didn't have this type of relationship with him and didn't feel this wasn't something a professional do.

The way it (the office) got, was not right. She thought it wasn't right, but that is was innocent, then she thought he was just a friendly "toucher", but then began to feel it was inappropriate.

(b) (6), (b) (7)(C) (CNA cleaning lady) told (b) (6), (b) (7)(C): "I'm afraid. I don't want to be around him (Captain Morris). He has put his hand on my waist" (b) (6), (b) (7)(C) had run from Captain Morris. (b) (6), (b) (7)(C) didn't say more than hands on her waist, but she was very afraid.

(b) (6), (b) (7)(C) discussed the disrespect that (b) (6), (b) (7)(C) was allowed to display. Mentioned an HRO complaint where (b) (6), (b) (7)(C) from DNS called to talk about (b) (6), (b) (7)(C)'s unprofessionalism towards (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) mentioned that (b) (6), (b) (7)(C) was up for a med board but still was allowed to have a part-time job as a wrestling coach (b) (6), (b) (7)(C) took the initial complaint, and sent to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). She is unaware if Captain Morris or (b) (6), (b) (7)(C) followed up.

(b) (6), (b) (7)(C) expressed a concern about retaliation. This came up because she talked with (b) (6), (b) (7)(C), in what was to be an informal conversation that transitioned to the climate of N00K. (b) (6), (b) (7)(C) talked with VCNO who called (b) (6), (b) (7)(C) husband since they were classmates.

(b) (6), (b) (7)(C) discussed retaliation because Captain Morris threw out names and that he knew people. Specifically, (b) (6), (b) (7)(C) mentioned that Captain Morris threw out (b) (6), (b) (7)(C), VADM Thomas, RDML Holsey, (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C) names. And that he interviewed for jobs, both military and civilian.

She also said (b) (6), (b) (7)(C) had told her, don't call or contact Captain Morris. And that (b) (6), (b) (7)(C) had told Captain Morris to not contact the staff.

(b) (6), (b) (7)(C) - was gone a lot of the day, he didn't want to bother with the office because he wasn't an Admin job person he was EOD. And that he couldn't be bothered with stuff. He wouldn't stoop low, that he would find something else to do. (b) (6), (b) (7)(C) interpreted things that happened as "You scratch my back, I'll scratch your back".

5 JUL 16/ 1516

(b) (6), (b) (7)(C) called back on 5 JUL, and relayed the following. There were white boards in both her office and Captain Morris office. Captain Morris asked her to write things on the white board, he would dictate to her what he wants her to write on the board. He even rearranged his office. Then, he said no, you write on your white board. Captain Morris then came to her office and spent a lot of time in her office. She would work on emails and he would stand behind her and put his hands on her shoulder. Sometimes, his head would almost be on her shoulder.

Seemed like he would find excuses to be in her office. Then things escalated to the "pants incident".

6 JUL16/1317

(b) (6), (b) (7)(C) expressed her concern about where report would go, and if names would be extracted. She did not want to provide a written statement but is willing to review this statement.

13JUL16/1100

Follow up phone call based on interview with Captain Morris. Asked if Captain Morris called her short. She said yes, and it started out as a joke at first. She just thought he was unprofessional in the office. But, this went on for several months. He would ask if she was shorter today. This joking was with both CAPT Morris and (b) (6), (b) (7)(C). She thought this was inappropriate because of the issues with (b) (6), (b) (7)(C) disrespect- he would laugh. At one point, (b) (6), (b) (7)(C) called her a midget. They would find things to pick on her about. After months of this, (b) (6), (b) (7)(C) told CAPT Morris this couldn't go on, because anytime you joke (b) (6), (b) (7)(C) thinks he can too and you know the problems, and (b) (6), (b) (7)(C) doesn't like this. CAPT Morris response "ain't happening", he's the CAPT and he gets to say anything he wants. She said he argued back and forth and she firmly told him you can't because this is demeaning to her. He also asked her personal questions, how old are you, etc.

I asked her about our initial interview, and her comment that "things didn't feel right". You mentioned that you told him it was inappropriate after the "pants incident" and that he somewhat backed off. Did you say this was unprofessional or makes me uncomfortable? She never felt comfortable, from almost day one. The first time she met, he looked her up and down, he said let's take a walk. HE asked where she was from, her reply was California. He said no, your ethnicity-- Puerto Rican/Cuban. Then asked if she spoke Spanish. At one time, he sat her down for 5 hours and talked to her. (b) (6), (b) (7)(C) wasn't in the office the day CAPT Morris checked in, and that (b) (6), (b) (7)(C) told her she had it.

According to (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) warned her about Captain Morris, and that 2-3 guys had to in and tell CAPT Morris that he had to fire someone. (b) (6), (b) (7)(C) would run things by (b) (6), (b) (7)(C) and her husband for a sanity check.

(b) (6), (b) (7)(C) pointed out that she had good working relationships with prior directors; she had a type of relationship with them after they left where she would hug them if she ran into them- professional. But, she didn't have that relationship with CAPT Morris, it's hard to explain. He wanted to hug her from day

one. The tone of the office made her feel very different and uncomfortable. Believes CAPT Morris lied to her, the office and panel members.

She made hotel reservations for him. She offered to help with him with a vacation stay. But, he said make sure you tell the hotel I'm a wounded veteran because you would be surprised on the things you get. She offered to help him with hotel stays for his lady friends, because maybe he wouldn't be so "grabby grabby" with her if these ladies were able to satisfy his needs. He did bring one lady into the office after the "pants incident"; she asked if the lady was his girlfriend, he said they see each other. (b) (6), (b) (7)(C) recommended he make it official. She thought she would feel relieved if he made it official/had a girlfriend to date to fulfill his needs so he wouldn't be touchy. Seems like he needed someone.

I asked her if his touches were "of a sexual nature". For him, the pats on the back were like a "sliding hand", very very slowly shoulder to shoulder blade. It felt more...wasn't like a grab shoulder (that could feel comfortable), this was a slow moving hand, slithering hand. Very uncomfortable.

One time, he gave her a change bag for a breakfast, there were lots of \$1/5/20. It was an "Indian stitch bag". She felt uncomfortable with this huge wad of cash because all she was looking for was the coins to make change. Looking at the coins in the bag, she saw 6 or 7 blue pills, cut in half, looked like Viagra to her. She was shocked (b) (6), (b) (7)(C) asked her what was wrong. She wasn't sure if CAPT Morris knew the pills were in there.

After the "pants incident", she told CAPT Morris, "This has got to stop". He seemed clueless. "I find the things you are doing and saying offensive". His response "I am the only one in this office who gets to say no". She told him "You can't do this". "I can do anything I want. Anything". He was a little more distant, quiet. Few weeks later he was back to putting his hand on her shoulder/back. She did not specifically tell him the "pants incident" was wrong. She meant everything he was doing, anything under the category of things he knew he shouldn't be doing.

The "pants incident"- (b) (6), (b) (7)(C) repeated what she previously stated about this incident. He hands touched her skin when her belt fell. He picked it up and his hands were on her legs, hips on the way up from picking up the belt. She did not leave work that day after this happened, she got home changed, then took the clothes and put them on her table at home. Told her husband they probably had his DNA on them. She called (b) (6), (b) (7)(C). Her husband wanted to go to CNO, she didn't want the incident to get out. Told her husband "no", please don't because she likes her job.

She worried about retaliation. She was already uncomfortable in the work environment, and she was worried about retaliation. Her PD was supposed to be reworked over a year ago, (b) (6), (b) (7)(C) said no he wouldn't do it because he wasn't an ADMIN person. Her objectives (she has 4) did not get signed until ~May, when should have been completed in October. She had to keep pressing to get her mid-term signed off in May (should have been March). She was worried about getting a bad evaluation or retaliates against her for a promotion because CAPT Morris knows too many people. He could stop her from getting a different job, if she decided to apply for one, because she didn't want to be "the person

to take CAPT Morris" down. In the past she's always had wonderful evaluations. Oftentimes CAPT Morris would say he was a hard rater, and "you'll know if you aren't doing something right".

She felt that any moves in the office, she had to get approval, even to make calls. He would ask lots of questions about who was calling, what she was saying.

(b) (6), (b) (7)(C) said that CAPT Morris would say manipulative things. Like- (b) (6), (b) (7)(C) doesn't need you. (b) (6), (b) (7)(C) - "Do you really think N00Z will be good to you?" He laughed and said, "dream on, dream on"

During (b) (6), (b) (7)(C) initial meeting with (b) (6), (b) (7)(C), she thought it was an interview. (b) (6), (b) (7)(C) relayed what had been said to her about transitioning to N00Z. So, when the meeting wasn't an interview, (b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) about the office climate then other things, like the inappropriate touching (b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) she had to tell someone. (b) (6), (b) (7)(C) believes her husband may have told VCNO that CAPT Morris was a "sexual predator", but his loyalty was with his wife.

In early 2016, N00K attended SAPR training at PTGN- (b) (6), (b) (7)(C), Morris. (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) were on leave. CAPT Morris sat at the head of the table. She was floored because the facilitator asked questions and CAPT Morris knew all the answers. She was floored because if he knew all the answers then why was he acting this way. (b) (6), (b) (7)(C) comment "These people who are pros" "this is poster child behavior".

(b) (6), (b) (7)(C) mentioned sexual harassment for the first time today. Yes, his behavior is sexual harassment. There were days when she wore a dress, she would go into his office and he would touch her with the back of his hand on her bare leg. Wasn't sure if this was to get her attention.

Other issues:

--DTS--off base lodging in Newport, RI and Newport Beach VA. Several times to see SSG and didn't want to stay on base, CAPT Morris and (b) (6), (b) (7)(C) would tell (b) (6), (b) (7)(C) to hold off booking until there was no availability on base. Other times, used justification that it was best use of time to stay with panel members since had to drive them to meet with SSG. However, flew extra person up to drive car. When (b) (6), (b) (7)(C) confronted CAPT Morris, response was "I can do anything I want", "I'm going to say I didn't know" or "I'm going to play innocent until I'm caught". One time all O4s flew up to be drivers.

--local travel vouchers were being used to drop off and pick up dry cleaning at PTGN or go for a haircut. The travel, not the bill for the service. Or, sometimes medical when it was at your convenience. (Indicated this was being done by (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C))

(b) (6), (b) (7)(C) brought this to the attention of the previous deputy, but believes the instances increased under CAPT Morris. (b) (6), (b) (7)(C) was the back-up for DTS, (b) (6), (b) (7)(C) was primary.

(b) (6), (b) (7)(C) wants to make sure everything is taken into account, not just the sexual harassment but everything that was going in the office. Doesn't want it to be just her, feel like this is exposing her but it not just about her but how the office was run and the things that were allowed to be done. Feels like (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) have been protected. Believes others would say things that happened. She is very concerned about retaliation/retribution and the impact on her reputation. Repeated again about CAPT Morris "connections", and she doesn't want to be the person to "take him down" as she believes this will hurt her in the future. When I reminded her about the investigation and not talking with others, she said that after one of our conversations (b) (6), (b) (7)(C) overheard her. He commented that if (b) (6), (b) (7)(C) would have come to him, he would have done something about it. She did say she told a couple people they may be contacted, but did not discuss why. ((b) (6), (b) (7)(C))

14JUL16/1111

(b) (6), (b) (7)(C) contacted me to tell me she wouldn't provide a written statement. She again repeated her concern that there will be some type of retaliation. That there will be paperwork floating out there that even the YNs can see and this will come back to get her if she interviews for a job with one of Captain Morris' friends. She's happy to talk with me or someone else if she knows it will be confidential. She just knows it will float out there. She will not put anything in writing. She wants to have as little paper trail as possible.

21JUL

(b) (6), (b) (7)(C) contacted me to say that (b) (6), (b) (7)(C) was out to see and that he had tried to contact me.

MEMO FOR THE RECORD

13 July, 2016

On Monday, 11 July I took a phone call from (b) (6), (b) (7)(C), an officer stationed in the Bureau of Naval Personnel who has been assigned as a Preliminary Investigating Officer.

(b) (6), (b) (7)(C) said that I had been referenced by a witness and requested any information that I had about the current command climate in N00K, an office on the CNO's staff responsible for the administration of the CNO Executive Panel.

- I am currently an Assistant Professor of Defense Strategy, Acquisition and Resourcing at the Eisenhower School, National Defense University.
- I was the Executive Director of the CNO Executive Panel from Jan, 2014 until Mar, 2015. I worked for ADM Jon Greenert (now retired).
 - I turned the job over to (b) (6), (b) (7)(C).
 - (b) (6), (b) (7)(C) held the position for approximately two months and was replaced by CAPT Terry Morris.
- The N00K office is not physically located in the Pentagon but is in the headquarters of the Center for Naval Analysis, Arlington VA.

After (b) (6), (b) (7)(C) and CAPT Morris conducted their turnover, I visited N00K on two occasions to talk to CAPT Morris about the job.

- During the first meeting I explained the mission as I saw it and what the practical priorities were.
 - Because CAPT Morris would be working for a new CNO, I relayed that any additional information would have to come from ADM Richardson.
- During the second meeting I explained what I thought some of the opportunities could be for N00K.

After I departed the position I had a number of informal contacts with three military members of the N00K staff, (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C).

- The discussions with (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) were primarily about their professional development as they were both departing the N00K staff to take new jobs.
 - Neither officer mentioned anything about sexual harassment in the office, however I gathered that they were unhappy with the new command climate. I did not encourage an in-depth discussion of this topic.
- The conversations with (b) (6), (b) (7)(C) were much more generic. I gathered only that things in the office had changed.

After I departed, I also maintained a professional relationship with the Executive Assistant at N00K, (b) (6), (b) (7)(C). In the eighteen months since I departed the office, I have probably had five or six phone discussions with (b) (6), (b) (7)(C).

- I would describe the trend of the phone calls as beginning with a general sense of unhappiness. It was clear that the office dynamics had significantly changed due to the staff turnover. This unhappiness gradually changed to an increasingly specific discomfort with CAPT Morris.
- (b) (6), (b) (7)(C) did tell me that the command climate was not good and that the new staff was not happy. I figured that some of this turbulence was just due to the fact that the new CNO had not clearly identified mission or tasking for NOOK.
 - (b) (6), (b) (7)(C) related that there was a lack of discipline in the office and that there were officers who were spending very little time at work.
- During the last three or four phone calls, (b) (6), (b) (7)(C) began identifying troubling issues with the behavior of CAPT Morris. These issues included:
 - Invasion of (b) (6), (b) (7)(C) "personal space" including inappropriate touching of (b) (6), (b) (7)(C).
 - Deliberately eating (b) (6), (b) (7)(C) meals that were placed in the office refrigerator.
 - A female member of the cleaning staff requested (b) (6), (b) (7)(C) help her to stay away from CAPT Morris.
 - The fact that a new female officer felt increasingly uncomfortable with his behavior.
 - There was also some discussion of irregularities in TAD travel, potentially including failures by CAPT Morris to adhere to the Joint Travel Regulations.
 - She mentioned that "there was a lot more that she could say" but that she didn't want to tell me.
- On every single occasion that (b) (6), (b) (7)(C) relayed these issues I strongly recommended that she report them up the chain of command or to any of the multiple venues available to report sexual harassment.
 - I did not report these issues myself because (b) (6), (b) (7)(C) specifically requested that I not divulge information provided in confidence.
 - (b) (6), (b) (7)(C) reported that there were other people who were aware and they would probably take action.

//S//

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(b) (6), (b) (7)(C)